



**HOLIDAY PROVISION**

**FOR**

**METAL ROOFING SYSTEMS INSTALLER**

**IN**

**LOS ANGELES, ORANGE, RIVERSIDE,  
AND SAN BERNARDINO COUNTIES**

**SHEET METAL WORKERS'  
INTERNATIONAL ASSOCIATION  
LOCAL UNION 105**

**&**

**SHEET METAL AIR CONDITIONING  
CONTRACTORS' NATIONAL ASSOCIATION**

**SMACNA LOS ANGELES  
&  
ORANGE EMPIRE SMACNA**

**R E C E I V E D**  
Department of Industrial Relations

JAN 24 2008

Div. of Labor Statistics & Research  
Chief's Office

**COLLECTIVE BARGAINING AGREEMENT**

**JULY 1, 2007 TO JUNE 30, 2011**

SECTION 2. New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day (See Addenda) or days locally observed as such, and Saturday and Sunday shall be recognized as holidays. All work performed on holidays shall be paid as follows: (See Addenda.)

**ADDENDUM NO. 23**  
**HOLIDAYS AND VACATIONS**

SECTION 1. The following are designated holidays:

New Year's Day, January 1  
Martin Luther King, Jr. Birthday  
Presidents Day, the third Monday in February  
Friday before Easter  
Memorial Day, the last Monday in May  
Independence Day, July 4  
Labor Day, the first Monday in September  
Veterans Day, November 11  
Thanksgiving Day, the fourth Thursday in November  
Christmas Eve, December 24  
Christmas Day, December 25

In addition to the above, the following shall be holidays:

a. When any designated holiday falls on Thursday, the Friday after shall be a holiday.

b. When any designated holiday falls on Tuesday, the Monday before shall be a holiday, with the exception of Christmas Eve.

SECTION 2. It is hereby agreed that each Employee covered by this Collective Bargaining Agreement may take three weeks off from work without pay each and every calendar year. Such time off shall be taken with the mutual consent of the Employer and the Employee. Such time off shall be scheduled so that it will not create an undue hardship on the Employer and in no case in excess of ten percent (10%) of the number of Employees at one time where the Employees exceed ten (10) in number.